### Skills for Employability in Bangladesh



G20 Pilot Country Support Programme for the National Action Plan to implement the National Skills Development Policy

Moscow, May 2013

Salahuddin Kasem Khan Co-chair, EC NSDC & Member NSDC

Md. Shahjahan Mian

and

Director General
Directorate of Technical Education
BANGLADESH

### BANGLADESH: VISION 2021

**-SKILLS VISION 2016 (midterm):** 

**NATIONAL POLICY TVET SYSTEM** 

•ACHIEVE MIDDLE-INCOME COUNTRY STATUS: 2021

**-CREATE 20M NEW JOBS** 



# **VISION 2021**: The 21<sup>st</sup> Century Bangladesh Workforce Profile

- TVET, HIGHLY-SKILLED, KNOWLEDGE-BASED, WORLD-CLASS WORKFORCE
- COMPETENCY-BASED, ENGLISH-PROFICIENT, ENTREPRENEURIAL, IT & TECHNOLOGY-ORIENTED
- EMPLOYABLE TECHNICAL & SOFT MULTI-SKILLS
- COMPETITIVE & GROWTH SECTOR READY
- TECHNOLOGY UPGRADABLE, LEARNING-BASED, ADAPTABLE COMPETENCIES
- INNOVATION-DRIVEN
- GLOBALLY COST-COMPETITIVE







#### Bangladesh: Human resources



50% youth and young adults are illiterate & low/semi skilled

(This cohort (14-45) consists of the most 'productive' group in the population)

2 million people join the labour force each year

8 million + overseas employees and increasing

Need for about 16 million jobs until 2015, around 2 million overseas

**Unemployed 2.6 million** 

20.3% under-employed



### **Bangladesh: Workforce**

#### INFORMAL VS. FORMAL ECONOMY

■88% Informal Workforce: **=50m** 

92% rural: 8% urban ADB Report'09

■12% Formal Workforce: =7m ADB Report'09

- ■GDP contribution to economy:
  - ■65% Informal
  - ■35% Formal Swisscontact

#### **SYSTEMIC SKILL GAPS**

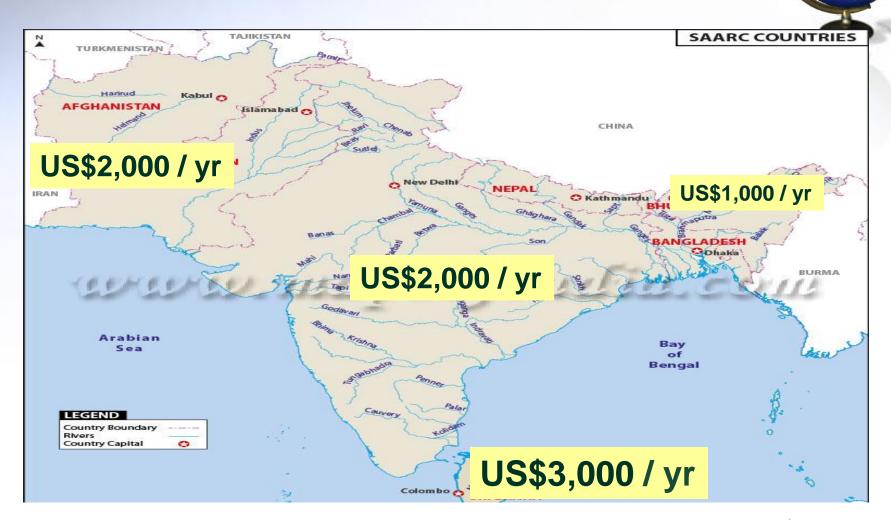
- Quantitative & Qualitative Skill Mismatch
- •Skills Supply ≠ Demand -GOB, Trainers
- 'Unemployable Skills' Trap

•OECD 2012 BETTER SKILLS, BETTER JOBS, BETTER LIVES REPORT



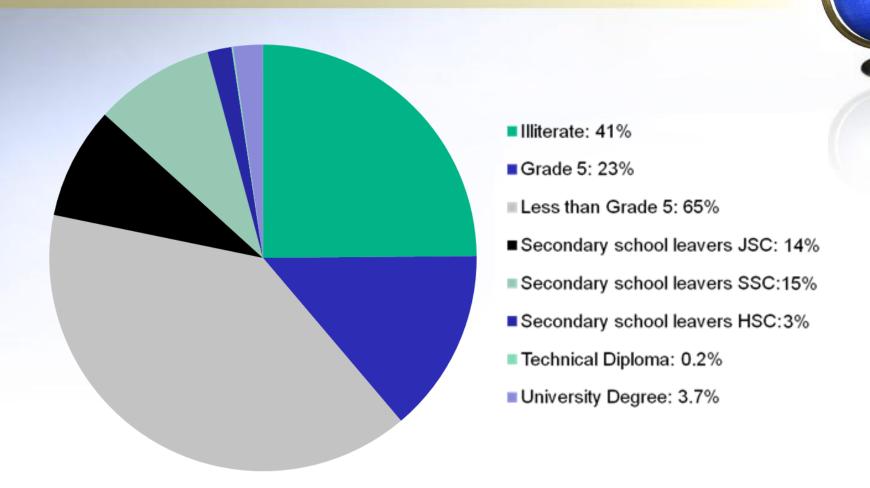
# Bangladesh: Migrant Workers (per capita income)

City & Guilds 2009-10 study





### Bangladesh: Education levels of workers



9.7 million day laborers and 8.9 million self employed workers are illiterate, characterizing the labour force as largely illiterate and informal.

### Bangladesh: Skilled workforce shortages

RMG: 900,000 workers 2009, GIZ

200k workers needed yearly 40% growth/yr US\$20B (McKinsey Study – US\$60B)

Shipbuilding: 100K workers

40k welders IN next 2 YRS

Leather: 60,000 WORKERS

(42K - Youngone; 20K - China)





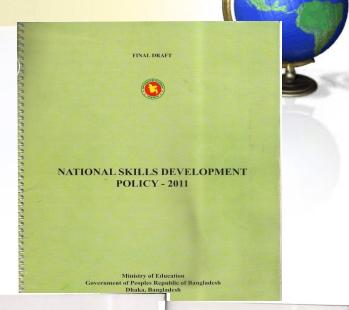
#### **Bangladesh Skills Development Strategy**

- NATIONAL SKILLS DEVELOPMENT POLICY
  - NTVQF QUALIFICATIONS
  - CBT INDUSTRY DEMANDS & STANDARDS
  - ·SKILLS QA
  - **•EMPLOYABILITY & INCOME GENERATION**
  - •PUBLIC-PRIVATE S.M.A.R.T. PARTNERSHIPS

(Specific-Measurable-Achievable-Realistic-Time-Bound)

- ➤ GOB SKILLS FACILITATOR
- >INDUSTRY SKILLS DEMAND-DRIVER

•NSDC – PPP apex body to oversee and coordinate .... Skills Development activities and policies



- 12. Strengthened Apprenticeships
- 12.1. Agenteenbys, elements known as adolings, transenbys or introduce, see known in many countries as an efficient way for young people in more from school for the world of work by acquiring work experience along with technical and professional training. However in Bungladesh the formal system has not been well supported by government, indicary or the community at Irags.
- 12.2. It is recognised that formal and informal apprenticeship arrangements often lack clear contracts, do not comply with or are not covered by legislation, are not adequately monitored and deliver allita of covinging quality. Training providers also face difficulties in arranging industrial placements for students. Under those conditions, there is a risk that
- 12.3. Through the Ministry of Labour & Engloyment (MoLE) and the Bursus of Mapower, Engloyment & Training (BMIT), the apprentisethip system will be strengthened and expanded so that more employers, master cattlepenous and learner, from both the formal and informal economics, can participate in the new system.
- 12.4. Government with industry and other social partners will develop and implement appropriate mechanisms and incentives, including financial measures, to encourage and increase the take-up of formal apprenticeships in industry.
- 12.5. Formal apprenticables will involve Competency Based Training & Assessment (CST&A), with training delivery occurring both on-ant-off the job, with support from public and private training organisations. In this way, apprenticable, will be seen as another form of PPP-opening in the skill development system.
- 12.6. Apprentices will receive nationally recognised qualifications under the NTVQF, and although incortives may initially be limited to home ecceptions identified as a principly by industry, the preventment valles growth the potential clinicaling apprenticeships available at all levels of the NTVQF in all industry sectors and will explore links between apprenticeships and the new vertices of Nikoline Service for the variety of Hanafadord, Alfanse consections.

- 14. Improved Access for Under-represented Groups
- 4.4. The government recognises that for Banghades to reduce poverty and mitigate the limitations of inadequies shorted electricis, more elitions read to have access to both formal and informal shifts training to develop skifts that formass their employability. Accordingly, strategies to improve access for groups that are traditionally under-represented situations will be implemented suggesting the agriculture, fideries and hardicards industries in the first instance.
- 14.2. One of the major harriers to under represented groups accessing skills is the lack of funds to cover the cost of attending programs. To address this issue, the government will work with industry and its social partners to ensure that a micro-credit scheme for learners is introduced.
- 43. The new micro-credit scheme for learners will also provide funds on a pricrity basis to graduates of skills development programs so as to increase successful self-employmen outcomes.
- 14.4. People with Low Levels of Education:
- Many citizens have left school before completing Grade 8 of general education, and because of this, are not able to erroll in formal skills programs. To overcome this barrier, the government will work with its partners to introduce reforms to course:
- The Grade 8 prerequisite is removed from formal courses and replaced by course specific entry requirements and challenge tests that are more closely aligned to the level of training being delivered;
- The NTVQF incorporates qualifications and pathways that allow those with firmled education to undertake formal courses that lead to nationally recognised qualifications;
- Courses are specifically designed to enter for the needs of lowly educated to gain meaningful employment;



# Bangladesh: G20 Pilot Country Support Programme



#### Objective:

Inter-agency coordinated support for the implementation of NATIONAL SKILLS

DEVELOPMENT POLICY THROUGH A

NATIONAL ACTION PLAN



#### Success & Learnings:

- Innovative & Strategic Policy Adopted And beginning Implementation
- GOB & Industry Have undertaken new spirit Of Partnership In NSDC & ECNSDC
- Pilot Projects Developing Effective Skills Training Models For Employment
- Industry Taking Leadership In Sectors Skills Development, Innovating Models
- Ensure Committed, Sustainable DP Staff To Ensure Gob Relationships, Business Continuity, Institutionalization



#### Success & Learnings:

- Industry commitment &engagement essential for Skills training success — incl. project concept phase
- NSDC Action Plan is providing an innovative strategic project management process for project implementation
- Policy & NSDC Action Plan is fostering greater interministerial communication and coordination
- High attrition of Project Staff impedes effective project implementation – better selection process and retention essential
- Project Flexibility required to adapt and align with ground realities



### National coordination: What needs to be done

- ECNSDC must coordinate all DP projects
- DP Projects to be selected from and aligned with NSD Policy & NSDC Action Plan
- DPs must coordinate projects holistically to avoid duplication and ensure integration
  - All DPs To Coordinate Projects On Sector-wide Approach (SWAP) To Avoid Duplication (CIDA Funded Ilo Project To Establish SWAP Through ECNSDC)
- DP Project Design Documents must include:
  - Other DP projects coordination
  - Private Sector/Employer engagement in DP project planning to ensure employment outcomes
- Industry needs to take ownership of Skills Development to ensure success



### National coordination: What needs to be done

- Strong Marketing Across Gob Ministries, Private Sector & Stakeholders On Policy, Action Plan & NSDC
- Each Ministry requires An NSDC Cell To Coordinate All SD Activities With ECNSDC, starting with MOE, MOLE
- ECNSDC needs to institutionalize successful DP projects for sustainable knowledge-sharing/ replication with other/future DP projects
- NSDC Action Plan must be PPP, employment-driven to implement policy
- NSDC Secretariat must be PPP, to ensure effective employeroriented skills training for employment





# Success: Improved coordination among technical cooperation projects

- Inter project coordination (Directorate level):
  - Coordination meeting chaired by DG DTE held in a regular interval (TVET Reform Project (ILO), Skills Development Project (ADB), Skills Training Enhance Project (WB).
  - Membership in project management committee:
     Project managers of all projects have membership in the management committee of other projects, to improve project linkages and learnings



# Success: Promote growth of employment that utilizes higher skills:

- ☐ Industry Skills Councils (ISC):
  - 9 industry sector skills council developed through TVET Reform project and SDP.
  - ISCs contributing in
    - New CBT curriculum development
    - Assessment of skills achievement
    - Contributing in skills data system development



## Success: Improved coordination among technical cooperation projects

- ☐ Inter project coordination (Ministry level):
  - MoE coordination meeting : Coordination meeting held under the chairmanship of Addl. Secretary (Dev)
  - Membership in Project Implementation Committee (PIC)
  - EC NSDC meeting Guidance given from ECNSDC meeting on better coordination
  - NSDC Secretariat Undertake coordination role on RPL implementation



### Success factors: Improved information on skills:

- ☐ Skills Data System:
  - Skills Data System is developed in NSDC Secretariat involving all the nine ISCs for demand and key players of supply
- ☐ Skills survey conducted:
  - A skills survey conducted in 2012 involving all the ISCs for demand, key TVET providers on supply and BMET on migrant workers data.



### **NSDC** Action plan drafted



- Draft NSDC Action plan has been drafted involving 15 Govt. ministries and departments
- That include implementation of National Skills Development Policy
- Gender strategy has been drafted jointly with NSDC Secretariat and TVET Reform Project involving all the key stake holders
- Strategy for PWD inclusion in TVET is on going



# **ACTIONS FOR IMPLEMENTING National POLICY**

11 PILOT PROJECTS at TTCs / TSCs & INDUSTRY:

**DEVELOP MODEL SKILLS TRAINING INSTITUTES** 

**SPECIAL FOCUS ON PWD – 15-20M (15-20% pop)** 

LEATHER, APPRENTICESHIPS, RMG, IT, AGRO-FOOD, TRANSPORT



- ■INDUSTRY-DEMAND SKILLS CURRICULUM & TEACHERS
- ■COMPETENCY BASED TRAINING (CBT)
- QUALITY ASSURANCE
- INDUSTRY CERTIFIED INSTRUCTORS
- ■TRIALS, UPGRADATION, FEEDBACK, IMPROVEMENT









Actions For Implementing National Policy: Utilize Existing Infrastructure Only

- •GOB TO LEASE TTCs/TSCs with GOB/Donor funding
  - Trade Associations COEL
  - Chambers of Commerce & Industry
  - •Best-practice TVET Institutions UCEP / MAWTS/ WMTI / PTIS
  - PILOT TO REPLICATE MODELS at TTCs/TSCs

**•**DONORS TO FUND EXISTING TTC/TSC INFRASTRUCTURE BY RENOVATION/UPGRADATION

- ■DEVELOP PERFORMANCE —BASED TARGETS & INCENTIVES FOR GOB & PRIVATE TRAINERS
- ■NO NEW HARD INFRASTRUCTURE- only Soft Infrastructure





ACTIONS FOR IMPLEMENTING
National POLICY

NATIONAL HRD FUND – Donor matching Funds

■BANGLADESH INSTITUTE OF MANAGEMENT (BIM) — Convert into PPP COEs via B-School LINKAGES for Public & Private Sector Management capacity development

#### CLUSTER CONCEPT OF SKILLS DEVELOPMENT/ TVET RELATED MINISTRIES

•Senior Officers w/ experience in SD/TVET to stay within or in related Ministries to develop leadership competencies in SD/TVET



Actions For Implementing National Policy: Getting Industry Demand-driven

### •GOB TO INCENTIVIZE INDUSTRY / ISCs EMPLOYERS WITH DONOR SUPPORT

- ■Informal/Formal Apprenticeships (cost-sharing, tax incentives)
- People with Disabilities (tax incentives, networking)
- TVET Equipment (cost-sharing, tax incentives)
- ■ISC Industry participation & expansion (ISC uniformity)

#### **•WORK WITH MATURE ISCs**

- Leather/Transport/RMG/Tourism/Agro-Food/IT
- Develop appropriate modalities to engage with other ISCs
- Establish new ISCs









### Thank you

